

## EDITOR'S NOTE

Some six years ago, I made my television debut as a "political expert" on a local program featuring Maryland's 1994 gubernatorial candidates. It was perfectly forgettable, really — a bunch of journalists prattling on about the least important aspects of the race — except for one thing.

The host asked me whether Marylanders were prepared to send a woman to the governor's mansion. Even before the host's last word faded away, the camera panned to my face. And there I was, mouth agape, eyes a little too wide open with bewilderment. It wasn't stage fright. I already had opined on several other topics with vigor and confidence.

My response?

"You're shaking your head," I said to the female panelist across from me, who actually was writhing in her chair to get an opportunity on this one. "What do you think?"

In other words, I whiffed. I never answered. Honestly, I didn't think an answer necessary. Of course Marylanders were ready. And for that matter, the nation was ready for a woman president and a woman anything-else, I firmly believed. Gender was a complete non-issue.

I was naïve. And apparently I still am.

Sure Ellen Sauerbrey came within a few thousand votes of becoming the first woman governor in Maryland history that year. But Marylanders, it seems, are much more progressive on this issue than others are.

One in three Americans believes that "there are general characteristics about women that make them less qualified [than men] to serve as president," according to a new nationwide survey conducted by Roper Starch Worldwide.

A majority of respondents (51 percent) believe that a man would be better at leading the nation during a crisis than a woman (12 percent). And 38 percent believe that a man would be better at making difficult decisions in the Oval Office than a woman would be (18 percent), Roper found in the study commissioned by Deloitte & Touche.

There will be those who argue that the presidency is a much different position than a governorship. And in many profoundly important ways, they are right. Nevertheless, I can't help but wonder: How many of the folks who basically voted no on a woman president, no matter who she is, would vote yes on a female Fed chairman? A female FBI director? A female director of state police? Where is the line between acceptable and unacceptable?

Fortunately, the survey did produce some good news, revealing that biases against women in business are far less evident than they are in the political arena.

A plurality of Americans believe there is no difference between men and women in the business world when it comes to making difficult decisions and leading in a time of crisis.

While I may be naïve, my eyes tell me that the last finding

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is not true, that there remain many in Corporate America who believe that women aren't as good as men, particularly at crunch time.

I see it even here in relatively progressive Maryland. It may be infrequent, but it's out there.

Having "whiffed" the last time, I am especially proud to play even this small part in The Daily Record's Top 100 Women event. That being said, here's hoping that some day gender will become the non-issue I thought it was, that some day the Top 100 Women process will seem as anachronistic as a third of Americans saying that women are less qualified than men are to be president.

By Mark R. Cheshire  
TDR Managing Editor  
Saturday Edition

eties, President; 1989-1999: American Academy of Microbiology, Chairman, Board of Governors.

*Example of Mentoring:*

I have mentored more than 50 Ph.D. students, all of whom are successfully and gainfully employed. Nearly half are women, and three are African or African American.

*Awards/Honors:*

1991: Maryland Women's Hall of Fame; 1994: Andrew White Medal, Loyola College; 1996: Maryland Legislature Outstanding Woman of the Year; 1998: Maryland's Top 100 Women; 1998: Fellow, New York Academy of Sciences; Women of Achievement in Maryland History; 1998: Distinguished Woman Award, Girl Scouts of America; 1999: Golden Plate Awardee, American Academy of Excellence.

*Personal Accomplishments:*

D.Sc., Heriot-Watt University, Edinburgh, Scotland, 1987  
D.Sc. (Hon.), Hood College,

Frederick, Maryland, 1991  
D.Sc. (Hon.), Purdue University, Lafayette, Indiana, 1993  
LL.D., (Hon.), College of Notre Dame of Maryland, 1994  
D.Sc. (Hon.), University of Surrey, Guildford, England, 1995  
Honorary Professor, University of Qingdao, People's Republic of China, 1995  
D. Pub. Ser. (Hon.) Coastal Carolina University, 1999  
D.Sc. Professor, University of Maryland Baltimore County, 1999

*Birth Date/Place:*

10/23/34 Beverly, Mass.

*Spouse*

Dr. Jack H. Colwell

*Children/Ages*

Dr. Alison E. L. Colwell, 36; Stacie A. Colwell, 34



**Sen. Joan Carter Conway**  
*State Senator*  
*Maryland General Assembly*

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*Education:*

Bachelor of Arts, University of Baltimore, 1988  
Associate of Arts, Community College of Baltimore, 1987

*Career History:*

1997-Present: Maryland General Assembly, Maryland State Sen. - 43rd District  
1995-1997: Baltimore City Council, Councilwoman - 3rd

Congressional District  
1994-1995: Jentry McDonald Corp., Program Director, S.U.R.E. Program  
1993-1994: Housing & Community Development HUB, Director/Mayor's Representative; Urban Services Agency Neighborhood, Development Assistant III & IV; Model Cities Program, Secretary/Planning/Community Development

*Significant Accomplishments:*

The 24 years that I spent with the anti-poverty programs working with high-risk groups were worthwhile and well-spent. I watched many of these individuals achieve self-sufficiency by obtaining gainful employment, college education, becoming homeowners and ultimately buying into the American dream. There were a host of success stories during this era, which gave me a sense of pride in knowing that the little things that we do count for so much in the lives of these clients.

## SEMMES, BOWEN & SEMMES

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*JoAnne Zawitoski*

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in Semmes' Maritime and Business Litigation Group  
during the past 20 years.

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*Officer/Board Membership in Professional/Business Organizations:* 1999: State Sen. Maryland General Assembly, Joint Committee on Children and Youth; 1999: State Sen. Maryland General Assembly (Economic & Environmental Affairs, Member); 1998: Maryland Legislative Black Caucus, Secretary; 1997: Governor's Task Force on Environmental Justice; 1996: City Council Chair, Budget & Appropriates Committee; 1995: Vice Chair, Land Use Committee.

*Officer/Board Membership in Civic/Nonprofit Organizations:* 1998: University of Baltimore, Board Member; 1997: Banneker Douglass Museum Foundation Inc., Board Member; 1996: Harford-Belair Community Mental Health Center, Board Member; 1995: Women for Responsive Government, Member; 1992: Combined Charities Campaign, Loan Officer; 1990: District Coordinator United States Census Bureau, Volunteer.

*Example of Mentoring:* I visited schools in my district and throughout Baltimore City encouraging the youth to study hard and to stay in school, stressing the importance of education as a means to a fruitful and successful career. I endeavored to motivate the students to continue their education through the attainment of college degrees or vocational skills in advanced technology.

*Awards/Honors:* 1999: Outstanding Service Award, United States Coast Guard; 1998: Outstanding Political Service, Verda Welcome Award; 1997: Outstanding Professional Achievement, National Coalition of 100 Black Women; 1996: Best Politician Award, City Paper; 1995: Appreciation Award for Outstanding Service, The Jentry McDonald Corp.

*Personal Accomplishments:* I feel privileged and honored to have been elected as the first woman and African American

to serve the constituents of the 3rd Congressional District. This was coupled with the fact that I also was unanimously appointed in 1997 by the State Central Committee as the first woman, and African-American, to serve as the State Sen. for the 43rd Legislative District and was subsequently elected in 1998 to serve a four-year term.

*Birth Date/Place:*  
4/5/51 Baltimore

*Spouse:*  
Vernon "Tim" Conway

*Children/Ages:*  
Marvin O'Neal Carter



**Harriet Ellen Cooperman**  
*Partner*  
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*Education:*  
Juris Doctor (Doctor of Laws), University of Maryland School of Law, 1978  
Bachelor of Science, Cornell University, School of Industrial and Labor Relations, 1975

*Career History:*  
1998-Present: Saul, Ewing, Weinberg & Green (Saul, Ewing, Remick & Saul), Partner, Chair of Firmwide Labor and Employment Department  
1994-1998: Weinberg & Green, Partner, Chair of Labor and Employment Department, Member of Executive Committee  
1993-1997: University of Baltimore School of Law, Adjunct Professor of Labor Law and Employment Discrimination Law  
1977-1994: Kaplan, Heyman, Greenberg, Engelman & Belgrad, Partner (1986-1994), Associate

(1978-1986), Law Clerk (1977-1978)  
1974-1976: Bureau of National Affairs Inc., Reporter

*Significant Accomplishments:*  
Chair of Labor and Employment Department of Saul, Ewing, a 230-plus attorney regional law firm.

*Officer/Board Membership in Professional/Business Organizations:*  
1998-Present: The Daily Record Editorial Advisory Board, Member; 1998-Present, Labor and Employment Department, Saul, Ewing, Remick, & Saul, Chair; 1996-1998: Executive Committee, Weinberg & Green, Member; 1994-1998: Labor and Employment Practice Group, Weinberg & Green, Chair; 1994-1996: Judicial Administration Committee, Chair, Baltimore City Bar Association, Member of Executive Council; 1997-Present: Employer-Employee Relations Committee, Torts and Insurance Practice Section, American Bar Association, Vice Chair.

*Officer/Board Membership in Civic/Nonprofit Organizations:*  
1998-Present: Executive Committee, Lawyers Campaign for College Bound, Co-Chair; 1995-Present: Executive Committee, Lawyers Campaign for College Bound, Member; 1998-Present: Board of Visitors, University of Maryland School of Law, Member.

*Awards/Honors:*  
1999: Named in Baltimore Business Journal's "Who's Who in Law;" 1999-2000, 1997-1998, 1995-1996, 1993-1994: Named in the Best Lawyer List in the area of Labor and Employment Law, Best Lawyers in America, Woodward/White Inc.; 1996: Named to the first Top 100 Women list, The Daily Record; 1995: Honored at the 10th anniversary dinner of the Baltimore Women's Bar Association, and presented with a citation of accomplishment by former Mayor Kurt Schmoke.

*Example of Mentoring:*  
I started a lunch series for women lawyers at our law firm. The women lawyers of the firm

meet about once a month and discuss issues relating to business development, their professional practices and women attorneys. Each meeting has a specific topic to be covered and a lead person responsible for developing the program and getting the discussion going. A substantial amount of time is spent on business development, explaining to the less senior women attorneys our various accomplishments, and how we achieved them and how we address various practice issues.

*Personal Accomplishments:*  
The birth of my son, Wesley Thomas Shiflett, Aug. 6, 1999.

*Birth Date/Place:*  
12/22/52 New York, N.Y.

*Spouse:*  
Spence Shiflett

*Children/Ages:*  
Wesley Thomas Shiflett, six months



**Patrice McConnell Cromwell**  
*Program Development Fellow*  
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*Education:*  
Master of Business Administration, Yale School of Management, 1988  
Bachelor of Arts, Princeton University, 1984

*Career History:*  
Present: Open Society Institute - Baltimore, Program Development Fellow  
1998-Present: Maryland Center for Arts & Technology Inc., Acting CEO/Consultant  
1996-1998: Cherry Hill Town Center Inc., Project